

Concordia University
Council of the John Molson School of Business
Minutes of the meeting held April 8, 2005

Present: J. Tomberlin, Chair
S. Ahsan (Econ.), K. Argheyd (Mana.), C. Barry (CASA), J. Beaudoin (SGS), S. Betton (Fina.), H. Bhabra (MBA), O. Bodur (Mktg.), S. Brutus (Mana.), D. Cameron (Mana.), A.-M. Croteau (DS&MIS), S. Danaie (Facilities), B. Desai (Comp.Sci.), D. Doreen (DS&MIS), A. Fagnoli (Reg.), K. Fiddler (Staff), K. Gheyara (Acco.), A. Goussous (CGSA), B. Hatto (CASA), S. Hoffman (Lib.), A. B. Ibrahim (Assoc. Dean), G. Kanaan (Assoc. Dean), D. Kira (DS&MIS), R. Knitter (Mana.), K. Laframboise (DS&MIS), G. Lowenfeld (Acco.), J. McGuire (Mana.), M. Magnan (Assoc. Dean), S. Mustafa (Acco.), S. Perrakis (Fina.), M. Perugini (CASA), I. Rakita (Fina.), J. Riven (Mana.), L. Rosenthal (CASA), B. Sarmiento II (CASAj), M. Sharma (DS&MIS), J. St-Germain (CASA)

Absent with
Regret: B. Campbell (Econ.), T. Chirimar (CASA), P. Delaney (Acco.), M. El-Chafehi (CGSA), M. Elmosaly (CASA), J. Freed (Fina.), E. Gathbonton (TESL), M. Genova (Staff), M. Islam (Acco.), F. Lowy (Pres.), R. J. Oppenheimer (Mana.), M. Singer (P&VP)

I Call to Order
The meeting was called to order at 9:35.

II Closed Meeting

[REDACTED]

III Open Meeting

IV Approval of Agenda - JMSB-2005-03A
It was moved by M. Sharma and seconded by A.-M. Croteau that Council approve the agenda.
The motion was carried unanimously.

V Approval of the Minutes - JMSB-2005-02M
It was moved by M. Sharma and seconded by M. Perugini that Council approve the minutes of the meeting held February 18, 2005.
The motion was carried unanimously.

VI Chair's Report and Question Period (15 minutes)
J. Tomberlin congratulated the students on their incredible success in this year's many competitions and thanked the faculty coaches for their devoted efforts on behalf of the students. He reminded Council members that an open meeting to introduce Claude Lajeunesse, candidate for the position President and Vice-Chancellor, will take place at 2:00 p.m. on Wednesday, May 4 and encouraged everyone to attend.

With regard to the Strategic Plan, J. Tomberlin advised that the Mission/Vision Task Force was coming together. Members now include B. Bahli, Department of DS&MIS, S. Betton, Department of Finance, S. Appelbaum, Department of Management, M. Genova, Staff representative, M. Perugini, undergraduate student representative, R. Frances, JMSB Advisory Board representative. A member of the Accountancy department and a graduate student representative will complete the group. It is expected that the Task Force will prepare an interim report by the end of the year. The Effective and Innovative Development, Management and Control of Programs Task Force will soon be established as a sub-committee of the faculty Academic Programs Committee. The Task Force for More Effective and Efficient Teaching has not yet been struck. M. Magnan will follow up on Integrated Marketing and Communications and B. Ibrahim will Chair the Task Force to Enhance the Research Mentality in the JMSB. He stated the state of the JMSB budget will impact on the work of the Effective and Innovative Development, Management and Control of Programs Task Force.

With regard to the JMSB budget J. Tomberlin advised that this year's deficit will be greater than last year's despite an addition \$1.5M new revenue from international student tuition and despite the decrease in deficits in the JMSB private programs with the exception of the EMBA. The \$1.5M in revenue is expected to grow to approximately \$2.5 over the next two years with the tuition increase being phased in for students already enrolled. The JMSB has lost approximately \$650,000 in revenue from decreased enrolment at the undergraduate level and more particularly at the graduate level. Applications, both graduate and undergraduate, are down again this year from last year. Although efforts are being made to increase enrolments new revenue from public programs are not expected next year either. Besides decreased revenue, costs have been increased this year by approximately \$650,000 due to the CUFA salary settlement and additional hiring plus the reserves for the anticipated settlement of the part-time faculty union and all the staff unions for approximately \$300,000.

J. Tomberlin explained that one reason for the deficit situation is the unfair distribution formula within the university as to JMSB's share of the teaching budget allotted to the university by the government. This problem has existed for some time but was ignored because of JMSB's higher revenues until the international tuition was disallowed resulting in two years of deficits. The Provost is aware of this problem and would be inclined to reconsider the funding formula based on the JMSB developing a plan to reduce expenses. To that end, the Associate Deans, Chairs, and Graduate Program Directors will meet on Tuesday, April 26 to find an immediate means to reduce expenditures by rationalizing course offerings for next year and by looking at synergies within the management of public programs. He noted that traditionally the private programs have been examined while the real expenses are in the management of the public programs. Ms. G. Chan, Acting Director, Finance and Budget, is developing a revenue and expense analysis for all programs that will feed the discussions that will lead to recommendations for next year and related directly to the work of the Task Force on Effective and Innovative Development, Management and Control of Programs.

With regard to new JMSB building, J. Tomberlin advised that tenders have been put out for the excavation however the ground breaking will wait until the university has a firm commitment for government funding.

In response to a question about the delay jeopardizing the Molson donation, he advised the funding was in jeopardy however he believes that \$15M from the Molson Foundation would likely get an extension. The \$5M from Molson-Coors would require the approval from both Molson and Coors. He remarked that it has been suggested to the President's Cabinet that the first three or four floors be built and the rest be built later. According to provincial space norms the JMSB has only 50% of space entitlement. There is no space for new hires, new Ph.D. students, and the Behavioral Lab consequently we need to have more space in the GM building until the new building is completed. He asked members of Council who sit on other university committees to take every opportunity to emphasize the JMSB's critical need for additional space.

VII Elections – JMSB-2005-03A-01

University Library Committee

Thomas Walker, Department of Finance was re-elected for a three year term effective June 1, 2005 and terminating May 31, 2008.

Senate Research Committee

Anne-Marie Croteau was elected replacing L. Shanker while on sabbatical leave for the period beginning June 1, 2005 and terminating May 31, 2006. L. Shanker would resume this position for the balance of term, June 1, 2006 – May 31, 2007.

Undergraduate Scholarships and Awards Sub-Committee

M. Sharma was re-elected for a three year term effective June 1, 2005 and terminating May 31, 2008.

Council of the School of Graduate Studies

Arvind Jain was elected replacing S. Perrakis for a three-year term effective June 1, 2005 and terminating May 31, 2008.

(Senate) Faculty Tribunal Pool

R. Knitter and M. Sharma were elected for a two-year period effective September 1, 2005 and terminating August 31, 2007. The third JMSB member will be elected at the May 20th meeting of Council.

Undergraduate Student Request (& Appeals) Committee

One full-time faculty member from each department replacing Rafael Lara, M. Sharma, J. Mannadiar, A. Dresner, Management, M. Bergier, Marketing for a one year term effective June 1, 2005 and terminating May 31, 2006.

JMSB Distinguished Teaching Awards Selection Committee (Sept. 2005 Council)

Meral Buyukkurt, Department of DS & MIS, was elected to replace G. Fayerman for a two year period effective June 1, 2005 and terminating May 31, 2007.

One representative of the part-time faculty, preferably a past recipient of the Award replacing B. Pearce. This election will be brought forward to the May 20th meeting of Council.

Nissa Barkat was elected to represent CASA. The CGSA student will be elected at the May 20th meeting of Council.

Tak Mak, Department of DS&MIS, was re-elected to represent the JMSB on the Distinguished Professor Emeritus Committee for a one-year term effective June 1, 2005 and terminating May 31, 2006.

VIII Business Arising from Previous Meeting
Notice of Motion – JMSB-2005-03A-02

It was moved by A. B. Ibrahim and seconded by M. Sharma that in light of concerns about the governance of JMSB Centres, Council recommend the immediate establishment of a Task Force as part of the Strategic Plan (Task Force on Effective and Innovative Development, Management and Control of Programs) to develop a mechanism for the governance of JMSB Centres and Programs and to report back to Council.

The motion was carried unanimously.

IX Report: Graduate Programs, Research and Program Evaluation

With regard to research, A. B. Ibrahim reported that six JMSB faculty members have received grants this year, four from SSHRC totaling \$389,000 and two from NSERC totaling \$544,000.

With regard to curriculum, A.B. Ibrahim reported that all curriculum revisions presented today have been vetted by the departments involved, the Faculty Academic Programs Committee, the School of Graduate Studies, and the Senate Academic Programs Committee. The program directors are present to answer any questions.

- i) Graduate Curriculum Revisions – Diploma in Investment Management -JMSB-2005-03A-03
It was moved by A. B. Ibrahim and seconded by A.-M. Croteau that A. Hochstein, Director of the Goodman Institute in Investment Management, be granted speaking privileges.

The motion was carried unanimously.

It was moved by A. B. Ibrahim and seconded by A.-M. Croteau that Council accept the curriculum revisions for the Diploma in Investment Management as described in document JMSB-2005-03A-03.

In reply to a question about the tuition, A. Hochstein advised that the diploma program consists of the first two years of the Goodman MBA program and has the exact same fees.

The motion was carried unanimously.

JMSB-2005-03M

- ii) Graduate Curriculum Revisions – M.Sc. in Administration Program, MIS Option – JMSB-2005-03A-04

It was moved by A. B. Ibrahim and seconded by A.-M. Croteau that Council accept the curriculum revisions for the M.Sc. in Administration Program, MIS Option as described in document JMSB-2005-03A-03.

The mover and the seconder agreed that the document be amended as follows: page 5, under proposed text, line 4, delete MSCA685 Enterprise Systems and Process, insert MSCA685 Enterprise Systems and Process Integration.

The motion was carried unanimously.

- iii) Graduate Curriculum Revisions – Certificate in E-Business – JMSB-2005-03A-05

It was moved by A. B. Ibrahim and seconded by A.-M. Croteau that Council accept the revisions for the Certificate in E-Business as described in document JMSB-2005-03A-03.

H. Bhabra outlined the revisions and explained that the purpose of the revisions was to make the program more attractive to students and less resource intensive. The core component has been expanded from two to four courses and the elective component has been reduced from four to two courses. The success of this new program and the efficient use of resources will be evaluated in the near future.

H. Bhabra asked Council to approve an additional calendar change that would, as in the case of DIA/DSA Program transfers to the MBA Program, allow GCEB students who transfer to the MBA Program to obtain the transfer of both academic and financial credits.

The motion was carried unanimously.

On behalf of the Council, A. B. Ibrahim thanked the administrative staff, with special thanks to K. Fiddler, for their assistance in documenting and processing the revisions.

X Report: Administrative Affairs and Human Resources – There was no report.

XI Standing Report on the status of the new JMSB building – Please refer to the Chair's Remarks

XII Staff Report – JMSB-2005-03A-06

- i) The Staff Report was received.

- ii) Notice of Motion – JMSB-2005-03A-07

It was moved by K. Fiddler and seconded by J. St-Germain that future staff elections stagger the term of appointment for the two representatives to ensure continuity of representation.

The motion was carried unanimously.

It was moved by K. Fiddler and seconded by A.-M. Croteau that future elections for Faculty-wide staff representatives provide a description of potential candidates, nominators, and voters along with the nomination forms.

It was proposed that staff members draft staff election procedures to be formally approved by Council.

The mover and the seconder agreed to withdraw the motion.

XIII CGSA Report – There was no report.

XIV Report: External Affairs and Executive Programs - There was no report.

XV Report: Undergraduate Programs, Academic and Student Affairs - Nothing to report.

XVI Reports from School Representatives on University Committees

- i) University Senate – JMSB-2005-03A-08
The report was received.
- ii) Arts and Science Faculty Council
- iii) Senate Academic Planning and Priorities
- iv) Senate Academic Programs Committee
- v) Senate Research Committee – JMSB-2005-03A-09
The report prepared by L. Shanker was received.
- vi) University Library Committee
- vii) Undergraduate Scholarships and Awards Sub-committee
- viii) Board of Governors – JMSB-2005-03A-10
The report prepared by L. Kryzanowski was received.
- ix) Council of the School of Graduate Studies
H. Bhabra reported that the draft of the Academic Code of Conduct was discussed at the last meeting. The Council members are considering a separate set of rules specifically for graduate students.

XVII CASA Report

M. Perugini reported that the CASA Cares Fashion show raised approximately \$10,000 for the Montreal Children's Hospital. An article concerning the event was featured in The Gazette on March 20th that referred to the organizers of the event as wunderkids. Wunderkid Catherine Barry, President of this year's CASA Cares was introduced to Council members.

M. Perugini reported that JMSB students won Gold in International Marketing, Marketing Strategy, and Sports, Silver in Direct Response Marketing and Radio Pitch, 1st place Spirit Awards and 2nd place overall at the Marketing Happening competition. Moreover, JMSB finished in first place at the Network of International Business Schools (NIBS) competition in France and expect to continue their overwhelming success next week in a competition in Seattle. In conclusion M. Perugini asked faculty members to refer top students interested in participating in the Commerce Games or IBC to CASA.

Members of Council applauded the students for their remarkable successes.

XVIII New Business

- i) Code of Conduct Consultation Draft – JMSB-2005-03A-11
*It was moved by G. Kanaan and seconded by A.-M. Croteau that Council grant speaking privileges to M. Wahhab, JMSB representative on the Code of Conduct Working Group.
The motion was carried unanimously.*

M. Wahhab outlined the minor and major revisions to the document. During the discussion Council members generally agreed that the following revisions be made.

#14 – Delete **knowingly** because an individual's intent can not be proven

#48 – Delete this item because past offences and sanctions are relevant to the current charge

#50 c –Delete or revise to clarify this confusing item

With regard to item #4, in the absence of a deadline it was recommended that the timely filing of an incident report be emphasized. Several Council members indicated that they would prefer to see a time limitation. In response to a comment about falsified medical certificates at exam time, M. Wahhab advised that an incident report be filed in each case.

Other comments noted during the discussion include:

- The assignment of a Fail grade as a sanction has different implications for graduate students where an F leads to dismissal from the program.

- With reference to #18, invigilators are not vigilant, it is frustrating to watch students getting away with cheating.
- With reference to #14, it was suggested that each student be required to sign a declaration that he/she understands the meaning of plagiarism.
- In a global society mores differ, the definition of cheating must be clarified.
- Department Chairs have been asked to ensure that a statement regarding cheating be added to all JMSB course outlines.
- It is our responsibility to ensure that students are informed of the meaning of plagiarism.
- It is the student's responsibility to read the academic calendar.
- Undergraduate orientation sessions explain the meaning of misconduct, its repercussions and the responsibility of students to understand and follow the academic regulations.
- Cheating and plagiarism are not items covered in graduate orientation sessions.
- The sanction process encroaches on a professor's right to assign the final grade

XIX Other Business

XX Adjournment

It was moved by J. St-Germain and seconded by K. Argheyd that the meeting be adjourned.

The motion was carried unanimously.

The meeting was adjourned at 12:00 noon.

XXI Next meeting

The next regular meeting of Council will take place on Friday, May 20, 2005 in room GM302.